# California Montessori Project
# DIRECTOR OF PROGRAM Pay Scale (eff. 7-1-2017)

| Yrs Experience | |
|---|---|
| **1** | $86,000 |
| **2** | $87,000 |
| **3** | $88,000 |
| **4** | $89,000 |
| **5** | $90,000 |
| **6** | $91,000 |
| **7** | $92,000 |
| **8** | $93,000 |
| **9** | $94,000 |
| **10** | $95,000 |
| **11** | $96,000 |
| **12** | $97,000 |
| **13** | $98,000 |
| **14** | $99,000 |
| **15** | $100,000 |

| **Education and Training Stipends** | |
|---|---|
| $1000 for each level of Montessori Certification | $ _____ |
| Masters Degree | $1,000 |
| Doctorate Degree | $1,000 |
| Special Education Credential | $1,000 |
| Administrative Services Credential (Tier 1/Tier 2) | $1,500 |

| **Compensation Calculation** | |
|---|---|
| Base salary: | $ _____ |
| Education/Training Stipends: | $ _____ |
| Adjunct Duties Stipends: | $ _____ |
| Other: | $ _____ |
| **Total Compensation: | $ _____ |

**Credit for previous work experience**

5 years maximum allowable credit for qualifying previous school principal or administrator employment or related business experience as follows:

1 year for each year of full-time, full-year, non-CMP public school principal or administrator experience
1 year for every 2 years FT of private elementary, middle, or high school principal or private administrator experience
1 year for every 2 years of FT service as CMP Educational Specialist
1 year for every 4 years of FT private preschool principal/admin'r exp or appropriate business related admin'r experience.

*Note: 15 years maximum allowable credit (1:1) for FT full-years experience as a CMP principal.

***List qualifying employment and attach documentation (full years of full-time qualifying experience only).***

| **Dates** | **# years** | **School Name** | **Public / Private** | **Grade Level 3-6; Elem; Middle; HS** | **Duties: Principal, Exec. Dir., Head of School, etc.** |
|---|---|---|---|---|---|
| | | | ☐ ☐ | ☐ ☐ ☐ ☐ | |
| | | | ☐ ☐ | ☐ ☐ ☐ ☐ | |

| BS/BA | CTC | Montessori 3-6; 6-9; 9-12; MS | Masters | Doctorate | Spec Ed. Credential | Admin Credential | Other: | Other: |
|---|---|---|---|---|---|---|---|---|
| ☐ | ☐ | ☐ ☐ ☐ ☐ | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

***This survey and supporting documentation must be returned with Employment Packet to the Human Resources Dept. prior to issuance of employment agreement to receive payroll credit for work experience and educational study.***

**Print Name** _____ **Signature** _____ **Date** _____ **Admin Initials** _____